Corporate Social Responsibility Policy
Dassault Systemes Solutions Lab Pvt. Ltd.
[Formerly 3D PLM Software Solutions Pvt. Ltd.]

10/10/2019

Contents

1. PREAMBLE:

At **Dassault Systemes Solutions Lab Pvt. Ltd. [DSSL]**, it is our endeavor to give back to the society and to facilitate the integration of the marginalized communities into mainstream society and the economy. We particularly endorse the concept of "equal access to education" as we truly believe that this lays the foundation of a more inclusive society and this ideology has reflected in the work that we have undertaken. Our strategic Corporate Social Responsibility (CSR) projects are aimed at building a reputation of being one of the most socially and environmentally responsible companies in India. .

2. PURPOSE:

The key purpose of this policy is to:

- Achieve positive and sustainable change in the community via a three pronged approach of targeting social, economic and environmental needs.
- Undertake and implement projects in a manner that will yield long term, self-sustaining results.
- Encourage scientific research and skill enhancement by leveraging the power of 3D technology, virtual universes, etc.
- Go beyond monetary contributions and utilize company assets (available skill sets and infrastructure) for the benefit of the underprivileged community.
- Encourage voluntary engagement by employees.

3. POLICY STATEMENT:

The policy focuses on addressing basic social, economic, environmental and economic needs of the marginalized/underprivileged sections of the society. We adopt an approach that integrates the solutions to these problems into the strategy of the company, to benefit the communities at large and deliver social and environmental impact.

4. GOVERNANCE STRUCTURE:

We have constituted a robust and transparent governance structure to oversee the implementation of our CSR Policy, in compliance with the requirements of Section 135 of the Companies Act, 2013.

4.1 CSR Committee

The CSR governance structure of DSSL will be headed by the CSR committee.

4.1.1 CSR Committee Members

This committee will report to the Board of the Company, and will comprise of:

- 1. Mr. Sudarshan Mogasale, Chairman
- 2. Mr. David DeMuer , Member
- 3. Mr. Samson Khaou, Member
- 4. Ms. Valerie Ferret, Co-ordinator

4.1.2 Responsibilities

- Formulate and recommend to the Board a CSR Policy and activities to be undertaken
- Recommend the amount of expenditure to be incurred on the activities
- Monitor the CSR Policy from time to time
- Identify suitable projects, lay down the guidelines for, and oversee the implementation of the projects
- Responsible for measuring the success of the activities undertaken and for periodic CSR reporting

4.2 Management Committee

The Management Committee is responsible for ensuring the smooth execution of all the CSR projects within the company. The committee will report to the CSR Committee and will comprise of:

Name	Location
Mr. Sudarshan Mogasale	Pune
Mr. Rajesh Javalagi	Pune
Mr. Hemant Gadgil	Pune
Mr. Pradeep R	Pune
Mr. Yogesh Rawat	Pune
Mr. Huzefa Salim	Pune
Ms. Dharmi Ghodpade	Pune

4.2.1 Responsibilities

- Responsible for the execution of the decisions taken by the CSR Committee;
- Ensure on-ground implementation of projects;
- Maintain schedule of expenses as per approved project-wise budgets
- Send periodic reports to the CSR Committee; and
- Meet every quarter to review the progress.

5. SCOPE OF CSR ACTIVITIES:

CSR activities shall exclude activities undertaken in pursuance of normal course of business. This policy applies to all our CSR projects. On a periodic basis this policy will be reviewed and updated in line with relevant codes of corporate governance, international standards and best practices.

The CSR activities may be undertaken by a registered trust or a registered society or a company established under Section 8 of the Companies Act, 2013 with such entities having a track record of at least 3 years in undertaking similar projects.

As a part of our endeavor, we have formed Dassault Systemes Foundation as a subsidiary company in accordance with provisions of Section 8 of the Companies Act, 2013 with the following proposed objectives and activities:

i. To promote and support programs for schools, universities, research centres, associations promoting science and technology, and contribute to furthering and transforming the way of learning;
ii. To promote undertaking of scientific research by applying expertise in 3D, virtual universes, etc., by leveraging the power of 3D
iii. To create more vocations for engineering and science among students, in order to promote education, special education and vocational training.
iv. To support innovative projects in education, innovation culture amongst students
v. To contribute to the creation of new content for learners, 'workforce of the Future', to encourage projects towards professional engineering / science vocations.
vi. To arrange organizing/funding of innovation and open lab educational challenges,
vii. To sponsor research studies and heritage conservation projects using 3D Technology.

Furthermore, the policy also fulfills the requirements of the CSR as per the Section 135 of the Companies Act, 2013 read with the Companies (Corporate Social Responsibility Policy) Rules, 2014 and Schedule VII of the said Act, namely :-

i. eradicating hunger, poverty and malnutrition, promoting health care including preventive health care and sanitation including contribution to the Swachh Bharat Kosh set-up by the Central Government for the promotion of sanitation and making available safe drinking water:
ii. promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly, and the differently abled and livelihood enhancement projects;
iii. promoting gender equality, empowering women, setting up homes and hostels for women and orphans; setting up old age homes, day care centres and such other facilities for senior citizens and measures for reducing inequalities faced by socially and economically backward groups;
iv. ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, conservation of natural resources and maintaining quality of soil, air and water including contribution to the Clean Ganga Fund set-up by the Central Government for rejuvenation of river Ganga;
v. protection of national heritage, art and culture including restoration of buildings and sites of historical importance and works of art; setting up public libraries; promotion and development of traditional arts and handicrafts:
vi. measures for the benefit of armed forces veterans, war widows and their dependents;
vii. training to promote rural sports, nationally recognised sports, Para-olympic sports and Olympic sports;
viii. contribution to the Prime Minister's National Relief Fund or any other fund set up by the Central Government for socio-economic development and relief and welfare of the Scheduled Castes, the Scheduled Tribes, other backward classes, minorities and women;
ix. contributions or funds provided to technology incubators located within academic institutions which are approved by the Central Government;
x. rural development projects.
xi. slum area development.
Explanation.— For the purposes of this item, the term 'slum area' shall mean any area declared as such by the Central Government or any State Government or any other competent authority under any law for the time being in force."
xii. disaster management, including relief, rehabilitation and reconstruction activities."

5.1 Normal Course of Business

DSSL is a specialist in the domain of Product Lifecycle Management (PLM) solutions for Dassault Systemes.

6. PRIMARY ACTIVITIES UNDER CSR:

Employee Engagement Programs for social contribution – UDAAN:

i. Achieve positive, sustainable change in the community;
ii. Utilize company assets (available skill set and infrastructure) for the betterment of the community;
iii. Involve voluntary efforts by employees and their families; and
iv. Education & Welfare and beneficiary group as "Underprivileged Children and Youth" with activities as under:

- Support classes for school children
- Financial support for Education and Child Welfare
- Books, Clothes and Toys collection for children
- Arranging Eco trips for children
- Career guidance for underprivileged youth
- Fund raising during natural calamities & otherwise
- Festival celebrations at orphanages
- Several One-Time Activities like Blood Donation Camps, Art Exhibitions, etc.

Skill Development:

PRODUCT INNOVATION LABS

As part of the Corporate Social Responsibility Initiative, DSSL is promoting "Learn by Doing" approach aimed at improving the skills & competency development for students in engineering colleges / universities. **DSSL** is involved in setting up of 'Product Innovation Labs' in the premises of selected colleges. The purpose is to promote 'Learn by Doing' approach, provide a platform for students to acquire integrated engineering, and multi-disciplinary skills, experiment with industry's best software / hardware to bring product innovation, provide 'hands-on' practical experiences and industry exposure to the students and promote 'Make in India' , 'Start-up' culture amongst the engineering student. This will help the students Community to understand the power of Integrated engineering, advanced technologies like Systems Engineering, 3D printing, Robotics, Intelligent products, Engineering Automation, thereby make them 'Industry Ready' . It will provide them industry exposure and motivate them to explore, design and prototype ideas to contribute for Smart Cities / Smart Villages, build 'Make in India', 'Start-up' culture.

Support Projects by Dassault Systemes Foundation:

- Transform the way we learn and discover, generate enthusiasm for scientific career
- Enable young minds for Skill enhancement, Innovation and Workforce of the future
- Transformation of Education and Research

7. CSR EXPEDITURE:

The Companies Act, 2013 has prescribed and recommended the expenditure amount on CSR to be 2% of the average net profits of the Company, during the three immediately preceding financial years. In accordance with the regulations, if the Company is unable to make this expenditure, appropriate reasons shall be provided in the CSR Report, which would form a part of the Annual Report of the Company.

Such CSR expenditure shall include all expenditure including contribution to corpus, or on projects or programs relating to CSR activities approved by the Board on the recommendation of its CSR Committee, but does not include any expenditure on an item not in conformity or not in line with activities which fall within the purview of Schedule VII of the Act including all subsequent modifications notified.

The amount of expenditure made on activities undertaken through CSR capacities built with our own personnel in collaboration with registered entities shall not exceed 5% of the total expenditure of the Company in one financial year.

8. CSR BUDGET:

The total budget for the CSR projects will be decided in conformity to the aforementioned regulatory requirements and will form a part of the Annual Operating Plans, in accordance with the DSSL goals and priorities identified for each of the key focus areas by the CSR Committee.

9. PROJECT LIFE-CYCLE:

At DSSL, CSR projects are strategically planned and managed. Following are the key stages of a project:

9.1 Project Approval

The projects suggested by the Management Committee in consultation with the CSR volunteers and company-level programme managers will be presented for the approval of the CSR Committee.

9.2 Implementation

The final projects approved by the CSR Committee will be sent to the individual Programme Managers, who in turn will break down the projects into time-bound targets and action plans. These projects will either be self-implemented, in partnership with an Implementing Agency or in collaboration with other corporates.

9.3 Monitoring

The individual Programme Managers will be responsible for monitoring approved projects, by methods which may include site visits, review meetings, progress reports etc. Periodic assessments have to be done to track data and monitor projects thereby ensuring transparency and efficiency in the implementation process. Projects will be evaluated against the predefined goals and milestones, together with the Implementing Agency (if any). The reports will be submitted to the Management Committee for the quarterly/half yearly review meetings.

9.4 Reporting

The CSR committee, based on reports presented by the Management Committee, will annually publish report on the CSR projects as a part of the Director's report. The report will disclose information in the format as prescribed by the Section 135 of the Companies Act, 2013.

10. PARTNER QUALIFICATIONS:

If a third party is employed to carry out the implementation of our CSR projects, the Board of DSSL will ensure that they have a clearly explained mission/vision and an established track record of three years in undertaking similar projects or programmes. The implementation agencies should be able to produce their latest audited annual reports and in case of an NGO, they should also be able to produce their registration forms according to under Section 12A of the Income Tax Act. (Section 80G of the Income Tax Act is preferable).

11. TREATMENT OF SURPLUSES:

Any surplus generated from CSR projects undertaken by us will be tracked and channelized into our CSR corpus. These funds will be further used in development of the CSR projects and will not be added to the normal business profits.

XXXXX